

# Delpha Hahn

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## SKILLS

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### Talent

Recruitment

### Operations

HRIS (Workday/BambooHR) • Benefits Administration

### People Practices

Succession Planning • Employee Relations • Performance Management

### Compliance

GDPR • Diversity & Inclusion

## PROFILE

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Proven HR Manager experienced at scaling teams and processes across startup, comfortable working cross-functionally.

## WORK EXPERIENCE

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### People Operations Manager — Douglas Group (2015 - 2022)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 98 roles across EMEA/US, reducing time-to-hire by 12%.
- Rolled out benefits and L&D programs that increased retention in key teams by 25%.

### Talent Acquisition Manager — Streich Inc (2024 - 2025)

- Implemented a performance review program which improved engagement scores by 20 points.
- Led recruitment for 110 roles across EMEA/US, reducing time-to-hire by 40%.
- Managed complex employee relations issues and maintained compliance with local employment law.

### HR Business Partner — Littel, Hilll and Bartell (2014 - 2019)

- Led recruitment for 38 roles across EMEA/US, reducing time-to-hire by 12%.
- Implemented a performance review program which improved engagement scores by 7 points.

## ACADEMIC BACKGROUND

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B.A. Business Administration, Schulist - Skiles University (2019)